

**HUBUNGAN ANTARA *WORK ENGAGEMENT*  
DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* (OCB)  
PADA TENAGA KEPENDIDIKAN UNIVERSITAS SANATA DHARMA**

**ABSTRAK**

Jatiks, Maria Ivanata. (2023). Hubungan antara *Work Engagement* dan *Organizational Citizenship Behavior* (OCB) pada Tenaga Kependidikan Universitas Sanata Dharma. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk menguji hubungan antara *work engagement* dan *organizational citizenship behavior* pada tenaga kependidikan Universitas Sanata Dharma. Hipotesis dalam penelitian ini yaitu terdapat hubungan positif antara *work engagement* dan *organizational citizenship behavior* (OCB). Subjek dalam penelitian ini adalah 128 tenaga kependidikan Universitas Sanata Dharma yang telah berstatus sebagai karyawan tetap. Data yang diperoleh dalam penelitian ini menggunakan skala adaptasi *organizational citizenship behavior* milik Podsakoff *et al.* (1990) dan menggunakan skala *Utrecht Work Engagement Scale* (UWES) milik Scaufeli *et al.* (2002). Analisis dalam penelitian ini menggunakan analisis *non-parametric Spearman's rho*. Hasil uji korelasi menunjukkan *work engagement* dan *organizational citizenship behavior* (OCB) berkorelasi secara positif dengan koefisien korelasi sebesar 0,543 dan nilai signifikansi (*p*) sebesar 0,00 ( $p < 0,001$ ). Hasil dari penelitian ini menyatakan adanya hubungan positif yang signifikan antara *work engagement* dan *organizational citizenship behavior* (OCB).

**Kata Kunci:** *Organizational Citizenship Behavior, tenaga kependidikan, universitas, Work Engagement*

***RELATIONSHIP BETWEEN WORK ENGAGEMENT  
AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB)  
AMONG EMPLOYEES IN SANATA DHARMA UNIVERSITY***

**ABSTRACT**

Jatiks, Maria Ivanata. (2023). Relationship between Work Engagement and Organizational Citizenship Behavior. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

*This research aims to find the correlation between Work Engagement and Organizational Citizenship Behavior (OCB) among academic employees in Sanata Dharma University. The hypothesis of this research is that there is a positive and significant correlation between Work Engagement and Organizational Citizenship Behavior (OCB). The subjects of this research are 128 permanent academic employees in Sanata Dharma University. Research data is collected by adapting Organizational Citizenship Behavior (OCB) scale developed by Podsakoff et al. (1990) and Utrecht Work Engagement Scale (UWES) developed by Schaufeli et al. (2002). Research data is then analyzed using Spearman's rho non-parametric statistical analysis. The analysis proves that there is indeed a positive and significant correlation between Work Engagement and Organizational Citizenship Behavior (OCB) with coefficient correlation of 0.543 and significance value (p) of 0.00 ( $P < 0.001$ ). This research concludes that high level of Work Engagement correlates positively with high level of Organizational Citizenship Behavior (OCB).*

**Keywords:** Academic employees, Organizational Citizenship Behavior, University, Work Engagement